



Senate

General Assembly

February Session, 2012

File No. 107

Senate Bill No. 184

Senate, March 26, 2012

The Committee on Labor and Public Employees reported through SEN. PRAGUE of the 19th Dist., Chairperson of the Committee on the part of the Senate, that the bill ought to pass.

AN ACT CONCERNING THE DEFINITION OF EMPLOYER IN THE FAMILY AND MEDICAL LEAVE ACT.

Be it enacted by the Senate and House of Representatives in General Assembly convened:

1 Section 1. Subdivision (4) of section 31-51kk of the general statutes is
2 repealed and the following is substituted in lieu thereof (*Effective from*
3 *passage*):

4 (4) "Employer" means a person engaged in any activity, enterprise
5 or business who employs seventy-five or more employees in the state,
6 and includes any person who acts, directly or indirectly, in the interest
7 of an employer to any of the employees of such employer and any
8 successor in interest of an employer, but shall not include the state, a
9 municipality, a local or regional board of education, or a private or
10 parochial elementary or secondary school. The number of employees
11 of an employer shall be determined on October first annually;

This act shall take effect as follows and shall amend the following sections:

Section 1	<i>from passage</i>	31-51kk(4)
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LAB *Joint Favorable*

The following Fiscal Impact Statement and Bill Analysis are prepared for the benefit of the members of the General Assembly, solely for purposes of information, summarization and explanation and do not represent the intent of the General Assembly or either chamber thereof for any purpose. In general, fiscal impacts are based upon a variety of informational sources, including the analyst's professional knowledge. Whenever applicable, agency data is consulted as part of the analysis, however final products do not necessarily reflect an assessment from any specific department.

OFA Fiscal Note***State Impact:*** None***Municipal Impact:*** None***Explanation***

The bill, which clarifies the definition of “employer” in the Family and Medical Leave Act, has no fiscal impact. The bill conforms statute to the current practice of the Department of Labor.

The Out Years***State Impact:*** None***Municipal Impact:*** None

OLR Bill Analysis**SB 184*****AN ACT CONCERNING THE DEFINITION OF EMPLOYER IN THE FAMILY AND MEDICAL LEAVE ACT.*****SUMMARY:**

The state's Family and Medical Leave Act (FMLA) requires private sector employers with 75 or more employees to provide qualifying employees with unpaid leave under certain circumstances. This bill specifies that the FMLA applies to employers with 75 or more employees in Connecticut.

EFFECTIVE DATE: Upon passage

BACKGROUND***State FMLA Provisions***

The state's FMLA provides up to 16 weeks of unpaid leave over a 24-month period. To qualify for the leave, an employee must have worked for his or her employer for at least (1) 12 months and (2) 1,000 hours during the 12-month period prior to using the leave. An employee can use the leave for a child's birth, or adoption; to take a foster child; to serve as an organ or bone marrow donor; to provide care for the employee's parent, child, spouse, or spouse's parent with a serious health condition; or for the employee's own serious health condition.

COMMITTEE ACTION

Labor and Public Employees Committee

Joint Favorable

Yea 11 Nay 0 (03/15/2012)